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HR&MEO Office, 404-464-9014



DEFINITION OF SEXUAL HARASSMENT



**A FORM OF GENDER DISCRIMINATION
THAT INVOLVES UNWELCOMED SEXUAL
ADVANCES, REQUESTS FOR SEXUAL
FAVORS, AND OTHER VERBAL OR
PHYSICAL CONDUCT OF A SEXUAL
NATURE WHEN:**

- A PERSON'S JOB, PAY, OR CAREER
PLACED
AT RISK**
- AN EMPLOYEE'S EMPLOYMENT OR
CAREER PLACED IN JEOPARDY**
- IT CREATES AN INTIMIDATING,
HOSTILE,**

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QUID PRO QUO



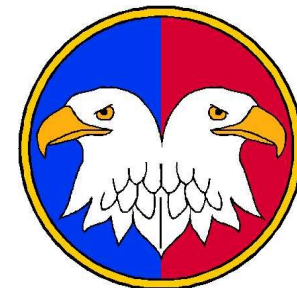
- **LATIN TERM MEANING, “THIS FOR THAT”**
- **CONDITIONS PLACED UPON A PERSON’S CAREER OR TERMS OF EMPLOYMENT IN RETURN FOR SEXUAL FAVORS**
- **PROMISES OF CAREER ADVANCEMENT, PROMOTIONS, AND OTHER BENEFITS**

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SHOULD THE VICTIM GIVE-IN TO THE



HOSTILE ENVIRONMENT



- **OFFENSIVE**
- **UNWANTED**
- **UNSOLICITED COMMENTS
AND/OR
BEHAVIORS OF A SEXUAL
NATURE**

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RELATED ELEMENTS OF SEXUAL HARASSMENT



- IMPACT Vs INTENT
- REASONABLE PERSON STANDARD

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SEXUAL HARASSMENT BEHAVIORS



- VERBAL COMMENTS
- NONVERBAL
GESTURES
- PHYSICAL CONTACT

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SEXUAL HARASSMENT CHECKLIST



- IS THE BEHAVIOR SEXUAL IN NATURE?
- IS THE BEHAVIOR UNWELCOME
- DOES THE BEHAVIOR CREATE A HOSTILE OR OFFENSIVE ENVIRONMENT?
- HAVE SEXUAL FAVORS BEEN DEMANDED, REQUESTED OR SUGGESTED?



VICTIM IMPACT

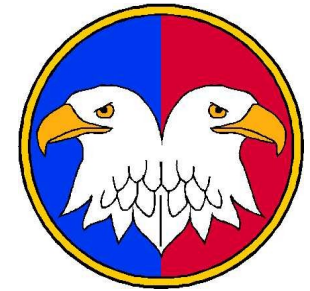


- **INTERFERES WITH WORK PERFORMANCE**
- **CREATES A HOSTILE ENVIRONMENT**
- **STRESS**
- **FEAR AND ANXIETY (QUID PRO QUO)**
- **LESS PRODUCTIVE**

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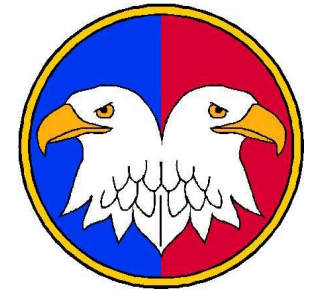


TECHNIQUES TO DEAL WITH SEXUAL HARASSMENT



- DIRECT APPROACH
- INDIRECT APPROACH
- THIRD PARTY
- A LETTER OR MEMORANDUM
- CHAIN OF COMMAND
- FILE A FORMAL COMPLAINT

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REPERCUSSIONS OF SEXUAL

- **HARASSMENT**
- **ADMINISTRATIVE ACTIONS**
- **MANDATORY COUNSELING**
- **ADDITIONAL TRAINING**
- **DENIAL OF CERTAIN PRIVILEGES**
- **REHABILITATIVE TRANSFER**
- **LETTER OF
ADMONISHMENT/REPRIMAND**
- **RELIEF FOR CAUSE (OER/NCOER)**
- **ADVERSE PERFORMANCE
EVALUATION**
- **BAR TO REENLISTMENT**
- **SEPARATION**

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STRATEGIES FOR COMBATING SEXUAL HARASSMENT



- **BE PROACTIVE!**
- **KEEP SOLDIERS / CIVILIANS
INFORMED
AND EDUCATED**
- **CONDUCT TRAINING**
- **OUTLINE PROCEDURES AND
POLICIES**
- **BE FAMILIAR WITH REGULATIONS
AND
POLICIES**

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